

June 20, 2024

Superintendent Evaluation Summary Letter

Dear Dr. Bret Champion,

As the Board of Directors meet to evaluate your performance of the 2023-2024 we find ourselves in challenging times with the budget shortfalls. We acknowledge this and though painful, we are grateful that due to leadership decisions over the last few years, we do not have to make the severe cuts that many other districts in the state are facing at this time. The Budget Committee has met and approved the recommended budget cuts, but we encourage you to exercise caution moving forward by including community involvement and keeping in mind the potential impact on our most vulnerable students and families.

We find many reasons to look forward with hope for the Medford School District. We believe that the implementation of the district designed ELA curriculum will yield positive results for our students and expect to see a rise in grade level performance as we move through the expected learning curve of a new curriculum. We are excited to see our high quality principals in the role of Instructional Leaders, coaching our teachers toward greater success in the classroom with our students. We value the role of the Assistant Principals who are providing the supports needed for behavior, family and building needs, making it possible for principals to focus on improving student outcomes. We are thankful for the efforts to improve our Leadership Pipeline shown in successful transitions of high quality leaders toward Principal positions and other leadership roles.

Launching two schools last fall, Oakdale Middle School and Innovation Academy at the new location, was a herculean effort. We recognize that change is difficult and establishing these new learning environments will require continued effort, evaluation and community support. Please give them your attention so that they will be the successful schools that we have envisioned. In addition, with the successful transition of all 6th graders to the new Middle School Model, we hope to see that our students will have greater opportunities to explore areas of interest, discover their academic potential and experience a healthy sociality with peers, leaving well prepared for their high school experience.

We believe that prioritizing good communication with our families and community through Medford Unites, the Main Things, Facebook, Instagram, email, text and phone messages, is building bridges that will yield needed fruit in the coming year, so thank you for your diligent efforts in that area. Please continue with the innovative strategies to increase awareness and engagement within our community.

We celebrate the successful negotiation of the contract with the teachers. The extended efforts to complete the contract with the MEA has caused some fractured relationships, and we have seen your efforts to meet with staff throughout the district and listen to their needs and concerns. We hope that these efforts and others will yield greater trust and stronger relationships. We also celebrate the successful reopener of the contract with the OSEA. Thank you for valuing all of our employees.

We see an increase in the academic rigor in connection with our new ELA curriculum and we look forward to an increase in rigor in mathematics as efforts to create a districtwide curriculum move forward in the coming year. With greater opportunities for our community's children to attend a preschool, we hope to see an improvement in kindergarten readiness, which should lead to greater success in reading in the years that follow.

We appreciate the ongoing priority of safety and security for our students and staff and hope that district efforts to be ever vigilant in that regard will continue.

We are extremely grateful to acknowledge the greatest graduation rates the district has ever seen under your leadership and direction. We see the results of being aware of our freshman on track and providing supports early on where needed. We want to keep the dial moving as students discover engagement through career pathways, academic accomplishments and a learning environment where students thrive. We appreciate the response to community requests for increased choices in the learning opportunities for students.

As a Board we appreciate your willingness to be available to us, as we try to understand our roles and represent our community's concerns and desires for our students' education. It is a responsibility of great trust, which we all take very seriously, so we are grateful for your work to help us fulfill that trust.

Respectfully,

The Medford School Board Directors:

Cynthia Wright, Board Chair

Lilia Caballero, Board Vice Chair

Michelle Atkinson, Board Director

Kendell Ferguson, Board Director

Jeff Kinsella, Board Director

Suzanne Messer, Board Director

Michael Williams, Board Director